



Administrative Progress Report (APR) September 2007

To: POST Commissioners and Advisory Committee Members

From: HAL SNOW
Interim Executive Director

The Administrative Progress Report (APR) is a monthly status report that informs POST Commissioners and the California law enforcement community of recent progress on POST projects and instructional programs under development, and other information of importance to our mission to continually enhance the professionalism of California law enforcement.

NEW EXECUTIVE DIRECTOR SELECTED

Commission Chair Ron Lowenberg announced that on Monday, October 1, 2007, San Bernardino County Sheriff's Department Captain Paul Cappitelli was unanimously selected by the Commission to be the next Executive Director of POST. He succeeds Kenneth J. O'Brien who retired after ten years as Executive Director.

Paul is a 29-year veteran of the San Bernardino County Sheriff's Department and presently serves as the Commander of the Adelanto Detention Center. Other command assignments include Captain of the West Valley Detention Center (2006-2007) and the Sheriff's Regional Training Center (2003-2006), and as the Commander/Chief of Police of the Chino Hills Police and Sheriff's Station (2001-2003).

In February 2007, Paul was appointed by Governor Schwarzenegger to serve on the 12-member Public Employee Post-Employment Benefits Commission (PEBC). He is the sole representative for California Public Safety Management, including both police and fire service, and will serve on the Commission until January 1, 2008.

Paul is well-known within the California law enforcement community. He has been active with the California Peace Officers' Association (CPOA) where he served as President in 2006-2007. He has been a member of CPOA since 1989 and has served in various leadership capacities. He is also a member of many professional associations including the International Footprint Association, the American Jail Association, the International Association of Chiefs of Police, and others. He has served on the Board of Directors for the Sheriff's Benefit Rodeo (a non-profit charitable organization), the Community Board of Trustees for the Chino Valley Medical Center, and the CSU San Bernardino Public Administration Advisory Group.

Paul has extensive experience working with POST in the Basic Course, Driver's Training, Advanced Officer Training, and as a subject matter expert on numerous POST projects and programs. Paul holds a POST Management Certificate and is a graduate (and auditor) of the Sherman Block Supervisory Leadership Institute, the Executive Development Course, and the Academy Coordinator/Director's Course. He is also a 2007 graduate of the POST Command College where he was awarded the prestigious Hank Koehn Award.

Paul earned an A.A. Degree in Administration of Justice from San Bernardino Valley College, a B.S. Degree in Business and Management from the University of Redlands, and a Masters Degree in Public Administration (MPA) from CSU, San Bernardino. His hobbies include home improvement, digital photography, and computers.

Paul will begin his duties at POST on Monday, November 12, 2007. We look forward to welcoming him to the POST family.

Questions about POST's new Executive Director, Paul Cappitelli, may be directed to Public Information Officer Bob Stresak, Executive Office, at (916) 227-2085 or Bob.Stresak@post.ca.gov.

POST DEVELOPS VIDEO TELECOURSE FOR OFFICER SUICIDE PREVENTION

Responding to a dramatic increase in law enforcement suicide rates, the California POST Training Network (CPTN) began development of a telecourse project in August 2006 that focuses on law enforcement officer suicide prevention. National reports indicate that officer suicide rates have doubled in recent years. Statistically, officers are three times more likely to commit suicide than the general population.

Subject matter experts from several states and Canada developed the two-hour program to provide training on how organizations can support officers, their families, and peers to prevent suicides. The telecourse examines occupational factors and emotional problems that may be contributors, as well as cultural variables that may hinder a helping process. The program also highlights warning signs, support systems, and effective intervention and post-intervention techniques. Prevention is a key area, and attitudes, myths, and taboos are explored. The program concludes with the importance of maintaining a healthy balance during a law enforcement career. The telecourse will be released on DVD in November 2007 to more than 600 agencies in the POST program.

Given the nationwide interest of this topic, the program will be made available via the POST website. The California POST Training Network, with its telecourse, Line-Up Training, and online video assets, offers a "quick-strike" training capability. Officers and families throughout the nation will be able to access the material and, hopefully, use the training and help offered in this troubling area. Agencies and individuals outside California may also purchase a DVD copy of the program via the POST website. In addition to the two-hour telecourse DVD, a special nine-segment DVD video program is in development and will be distributed to more than 800 instructors in the new POST Line-Up Training Program.

Questions about the suicide prevention telecourse may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or Jody.Buna@post.ca.gov.

ONLINE TERRORISM COURSE WINS PRESTIGIOUS TRAINING AWARD

The online course entitled “Law Enforcement Response to Terrorism” (LERT) has won a *Gold* (highest honor) Brandon Hall Excellence in Learning Award for “Best Custom Content” at the recent Innovations in Learning Conference in Santa Clara. The LERT course was launched on POST’s Learning Portal in November 2006. To date, over 3,100 individuals have completed the course and have earned 8 hours of Continuing Professional Training credit. Earlier this month, the LERT course was approved by FEMA’s Training and Exercise Integration Secretariat (formerly the Office of Grants and Training). This approval enables federal subsidy of incurred training costs. The Brandon Hall Excellence in Learning awards are the “academy awards” of training. There were more than 250 entries this year, submitted in six categories. Entries were reviewed by four independent judges who evaluated them against defined criteria.

One judge stated, “This course gets an A+. All of the features of the course worked well and worked in tandem -- content, interactivity, media -- to reinforce the outcomes of the course of raising awareness, providing concrete strategies, and applying those to solve terrorist problems. The course does an exemplary job in a critical area. This is content and a course a student will retain and use on the job.”

The judge’s comments also highlighted the importance of having good subject matter experts (SMEs). “The content was obviously developed by SMEs who know terrorism, local terrorist groups, and local law enforcement. The authority of the content is one of the major contributors to the authority of this course.” POST relies on experts from agencies across the state to help develop all online training.

Questions or comments about online “Law Enforcement Response to Terrorism” training may be directed to Supervisor Jan Myyra, Learning Technology Resource Center, at (916) 227-4550 or Jan.Myyra@post.ca.gov.

POST BEGINS DEVELOPMENT OF *ADVANCED HOMICIDE* TELECOURSE TRAINING VIDEO

The Robert Presley Institute of Criminal Investigation has partnered with the California POST Training Network to develop a new *Advanced Homicide* telecourse. A distinguished panel of homicide investigators, forensic scientists, coroners, district attorneys, and other subject matter experts has been assembled to work on the project.

The DVD-based video program will feature several topics including: crime scene investigation, crime scene management and reconstruction, major case management, witness/suspect interviewing, crime scene photography and evidence identification, case preparation, and media relations. The scenario-based program offers practical exercises involving an officer-involved death as the result of a felonious assault. The *Advanced Homicide* telecourse is tentatively scheduled for release in summer 2008.

Questions about the *Advanced Homicide* telecourse may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or Jody.Buna@post.ca.gov.

INSTITUTE OF CRIMINAL INVESTIGATION ADVISORY COUNCIL CONVENED

The Robert Presley Institute of Criminal Investigation (ICI) Advisory Council convened on September 13, 2007. The purpose of this meeting was to provide information on current events and projects and to elicit input from members on future projects such as Strategic Plan Objective B.13, *Develop a major case management training course for managers/executives*.

This objective proposes the development of a major-case management training course for managers/executives. The ICI Advisory Council members unanimously agreed there is a need for this training. The Council recommended that a group of subject matter experts study the feasibility of developing training in this area. The consensus was that there is a need for three separate training courses: Major Case Management for Detective Managers and Supervisors, Supervisory Training for Detective Supervisors, and Management Training for Detective Managers.

The Council was also advised of plans to film portions of the 2008 Detective Symposium and to create a condensed electronic version that could be accessed online. The Council viewed a demonstration of an electronic symposium and provided positive feedback. They also viewed part of the upcoming DVD on prevention of law enforcement suicide.

Questions about the Robert Presley Institute of Criminal Investigation (ICI) Advisory Council may be directed to Tricia Chisum, Training Program Services Bureau, at (916) 227-4895 or Patricia.Chisum@post.ca.gov.

POST PARTICIPATES IN RAND CORPORATION STUDY OF WORKPLACE SAFETY AND HEALTH FOR CALIFORNIA PUBLIC SAFETY WORKERS

Members of POST's Standards and Evaluation Services Bureau recently participated in a focus group meeting as part of a statewide research study on workplace safety and health for California public safety workers.

The objectives of the study are to understand the factors contributing to workplace injuries, to assess the effectiveness of efforts to improve safety and health, and to gain insight about the various compensation mechanisms available. This research effort is co-sponsored by the California Commission on Health, Safety, and Worker's Compensation and the National Institute for Occupational Safety and Health (NIOSH).

The study is being conducted by the nonprofit RAND Corporation, and is part of RAND's continuing efforts to address the needs of the nation's public safety employees. This work is documented in numerous publications including the four-part series, "*Protecting Emergency Responders*," available at <http://www.rand.org/pubs/>. POST was specifically approached by RAND in view of a similar study entitled: *A Review Worksite Health and Fitness Programs*, which was completed by POST staff in 1995.

Questions about POST's participation in the RAND Corporation study may be directed to Bureau Chief Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-4832 or Ken.Krueger@post.ca.gov.

BASIC COURSE CONSORTIUM PROVIDES INPUT FOR REPORT WRITING PROJECTS

In a presentation to the Basic Course Consortium in September, staff reported on the status of several academy report writing projects. The projects include: (1) the development of gaming software to assess and remediate report writing deficiencies, (2) a project to examine the feasibility of establishing end-of-academy reporting writing standards (Strategic Plan Objective A.15), (3) the development of Internet-based testing software for the administration and scoring of the current POST Entry-Level Test Battery (PELLETB), and (4) research into the feasibility of expanding the cognitive domains tested by the PELLETB (Strategic Plan Objective A.14).

Questions about these projects may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or Elizabeth.Wisnia@post.ca.gov.

PROTECTING OUR TRANSPORTATION SYSTEMS TELECOURSE COMPLETED

The *Protecting Our Transportation Systems* telecourse has been completed and is scheduled to be released in November 2007. This telecourse provides an overview of the law enforcement response to incidents involving airports, surface transportation, and maritime facilities. Subject matter experts from municipal, county, state, and federal agencies assisted in the telecourse development and provided the resources necessary to produce an outstanding telecourse.

This telecourse was developed in cooperation with the Governor's Office of Homeland Security (OHS) and was supported by personnel and resources from Chief Gary Gee and the Bay Rapid Transit District (BART) Police Department, the U.S. Coast Guard, the California Maritime Academy, the San Diego Harbor Police, the Los Angeles County Sheriff's Department, California Highway Patrol, Alameda County Sheriff's Department, Oakland International Airport, and the Transportation Security Administration (TSA).

Questions about the *Protecting Our Transportation Systems* telecourse may be directed to Special Consultant Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or Ken.Whitman@post.ca.gov.

TACTICAL MEDICINE COURSE CORE COMPETENCIES DEVELOPMENT

The Tactical Medicine Course has been in existence for approximately 12 years and is presented jointly by the Palm Springs Police Department and the International School of Tactical Medicine (ISTM). Hundreds of students have successfully completed the basic and advanced portions of this intensive course since its inception. The 80-hour course is both POST-certified and federally-approved by the Office of Grants & Training (G&T) which allows agencies to use federal homeland security funds to pay for course tuition, travel, per diem, and related expenses.

POST and the Emergency Medical Services Authority (EMSA) have been working with the ISTM on refining the course and developing strategies for sustainment training and the development of core competencies for the medical and tactical portions of the course. The goal is to ensure that every SWAT unit in California has a trained medical person assigned to the unit on all incidents.

A group of subject matter experts representing a wide cross section of stakeholders met in Burlingame on September 11-12, 2007, to begin the development of core competencies and related resources. A draft version of the core competencies, a student rating sheet, and a draft task book were developed. It is anticipated that finalized materials will be ready for distribution in early 2008.

Questions about the Tactical Medicine Course may be directed to Special Consultant Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or Ken.Whitman@post.ca.gov.

COMMAND COLLEGE GRADUATES CLASS 41 AND PREPARES TO COMMENCE CLASS 44

On September 14, 2007, 20 students graduated Command College Class 41 in Oxnard. The class speaker was Captain Kenneth M. Gillespie of the Pomona Police Department. Award recognitions included John Hoyle, Ph.D., of Texas A&M University, who received the Outstanding Faculty Award; Captain Dan Fish (Petaluma Police Department) who received the Dorothy Harris Award; and Lieutenant Lisa Perrine (Pasadena Police Department) who received the Hank Koehn Award.

The graduation ceremony was recorded by a video crew that is producing a marketing video for Command College. The 6-minute video will be completed by the end of 2007 and will be posted on the Command College website, distributed to law enforcement chief executives, and viewed in POST executive leadership courses.

Command College Class 44 will commence on December 9, 2007. Interviews for candidates are scheduled for September and October in Sacramento and Burbank.

Questions about the Command College may be directed to Senior Consultant Karen Lozito, Center for Leadership Development, at (916) 227-4892 or Karen.Loizito@post.ca.gov.

POST LAUNCHES CASE LAW TODAY VIDEO TRAINING SERIES ONLINE VIA THE LEARNING PORTAL

For more than 16 years POST has successfully used video-based training, via its monthly *Case Law Today* legal update series, to keep officers current on changes in statutory law and case decisions. In August, this series was converted to an online format and is now offered online via the POST Learning Portal.

Presented in conjunction with the Alameda County District Attorney's Office and Golden West College, this monthly DVD video series features timely developments in case law that directly affect California peace officers. Six concise video segments offer insight direct from experts within the California Court of Appeals, the Orange County Superior Court, and the Alameda County District Attorney's Office. Topics include civil liability, detention, evidence, interrogation, search/seizure, probable cause, exigent circumstances, and vehicle stops. In addition to the new online version, the monthly DVDs will continue to be mass-mailed to training managers and supervisors at law enforcement agencies and academies.

The Learning Portal is an online resource for peace officers, dispatchers, and training instructors and is available anytime at no cost to users. The Learning Portal provides web-based training for California law enforcement personnel, a central location where California law enforcement personnel can share current information, resources, and other learning opportunities, and creates a foundation for California peace officer learning communities. With the automated tracking features built into the POST Learning Portal, staff will pursue plans to offer Continuing Professional Training (CPT) credit to users of the online *Case Law Today* segments. The convenient access and proposed granting of CPT credit are expected to increase the popularity of this program.

Questions about the *Case Law Today* video training series may be directed to Production Manager Ron Crook, Training Program Services Bureau, at (916) 227-3913 or Ronald.Crook@post.ca.gov. Questions about the POST Learning Portal may be directed to Supervisor Jan Myyra, Learning Technology Resource Center, at (916) 227-4550 or Jan.Myyra@post.ca.gov.

LAW ENFORCEMENT RESPONSE TO PUBLIC HEALTH EMERGENCIES TELECOURSE PRODUCTION BEGINS

Subject matter experts met in San Diego to continue work on the *Law Enforcement Response to Public Health Emergencies* telecourse. The telecourse is designed to provide information and training for law enforcement on their roles in preparing for and managing a public health emergency. The main theme of the telecourse emphasizes establishing relationships with local public health officials to plan and prepare for a coordinated response to incidents involving large-scale public health incidents.

This telecourse is being developed in cooperation with the California Department of Public Health (CDPH), the Emergency Medical Services Authority (EMSA), the California Highway Patrol (CHP), and the San Diego County Sheriff's Department. Subject matter experts representing a cross section of law enforcement, emergency management, and public health agencies are developing the content and the scenarios. The telecourse is scheduled for release in January 2008.

Questions about the *Law Enforcement Response to Public Health Emergencies* telecourse may be directed to Special Consultant Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or Ken.Whitman@post.ca.gov.

INSTRUCTOR STANDARDS ADVISORY COUNCIL HOLDS QUARTERLY MEETING

On September 5, 2007, the Instructor Standards Advisory Council (ISAC) held its quarterly meeting in San Diego. The ISAC, comprised of a cross-section of law enforcement trainers, educators, and executives, reviewed progress and challenges in instructor development training. Staff reported on the status of the Academy Instructor Certificate Program and concerns relative to new regulations requiring the Academy Instructor Certification Course (AICC) as a prerequisite to specialized instructor courses listed in Commission Regulation 1070. The ISAC developed a recommendation to limit the prerequisite to academy instructors which staff will present to the Commission at the October meeting.

Advancements in the implementation of the Instructor Development Institute and planning for the 2008 Instructor Symposium were reviewed. In an effort to increase communication and awareness of instructor development programs and objectives, the ISAC agreed to create a website detailing its membership and contact information, minutes of past meetings, and agendas for future meetings. This website is expected to be accessible from the POST homepage by the end of the year.

Questions about the Instructor Standards Advisory Council may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or Bryon.Gustafson@post.ca.gov.

REIMBURSEMENTS RESUME

As agencies received reimbursement checks in August, many asked what happened to June and July ledgers and checks. The answer is simply this: no payments were made in June due to funds being exhausted. In addition, there were no payments in July because the state budget for 2007/08 had not been signed. However, when the budget was signed in mid-August, the Reimbursement Unit began processing Training Reimbursement Requests for June through August. Reimbursements to agencies for training during those three months totaled \$4,812,280.

The Reimbursement Unit was recently allocated a new position this fiscal year. To that end, Leanora Ybarra was hired to assist with the increased reimbursement workload. Staff worked overtime in September to reduce a backlog of Training Reimbursement Requests.

Questions about reimbursement for training may be directed to Bureau Chief Tom Liddicoat, Administrative Services Bureau, at (916) 227-3928 or Tom.Liddicoat@post.ca.gov.

CALENDAR OF EVENTS ON THE POST WEBSITE

Due to security concerns, the POST Calendar of Events is located in the Flagship Network on the POST website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to clearinghouse@post.ca.gov.

LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page.

STATUS OF CURRENT LEGISLATION

The following are bills in Legislative Session 2007-08 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 587</u> (Karnette)	Anti-terrorism Training: This bill appropriates \$2.5M to POST for anti-terrorism training. Commission Position: Support.	Enrolled To Gov 9/18/07
<u>AB 1229</u> (Carter)	POST Commission: This bill would require that the Commission on Peace Officer Standards and Training (POST) consist of 15 members appointed by the Governor, as specified. The bill would require four Commissioners to have demonstrated leadership in the recognized employee organization having the right to represent the member. The bill would also require that one member be a California peace officer of the rank of sergeant or below with a minimum of 5 years of experience who has demonstrated leadership in a California-based law enforcement association. Commission Position: No position.	Enrolled To Gov 9/13/07
<u>SB 756</u> (Ridley-Thomas)	Criminal Investigations: This bill would require that on or before December 31, 2008, the Department of Justice, the Commission on Peace Officer Standards and Training, and specified law enforcement-related entities develop guidelines for policies and procedures for the collection and handling of eyewitness evidence in criminal investigations. The guidelines would be transmitted to the Legislature with recommendations for any legislation needed to enforce the guidelines. This bill also requires that the Attorney General report to the Legislature on the training of, and voluntary compliance with, the recommendations. Commission Position: Oppose.	Enrolled To Gov 9/13/07